

TEAMSTER CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

May 1991 #105

Story of the Freight Contract

How IBT Leaders Weaken Our Union

Top Teamster officials, headed by IBT Freight Director R.V. Durham, recently put out a "Contract Report" to the members on the proposed agreement for 160,000 freight Teamsters. The employers—Yellow, Roadway, CF, Carolina, and others—put out contract reports also. Without looking at who signed them, you cannot tell them apart. That, brothers and sisters, is the problem.

Our top union officials have nothing different to say from the employers on our largest Teamster contract.

As Reformers Win More ...

Mathis Bumped From Durham-Mathis Slate

International Secretary-Treasurer Weldon Mathis announced on April 10 that he would drop off the "Unity Team" slate supported by a majority of our union's General Executive Board. He had headed this slate along with Vice President R.V. Durham, a longtime insider moved up to presidential candidate to provide a fresh face. A minority of the board is backing a slate headed by vice presidents Walter Shea and Daniel Liguoris.

Election Exposes Divisions

The first-ever Teamster rank and file vote for top officers will be held in December. The pressure of the coming elections has forced into the open divisions among top officials who are vying for power and money.

In a message to all locals Mathis gave his reason as, "I want to spend more time with my wife, Myrtle." But more accurately, he told the *Washington Post*, "I told R. V. (Durham) I think it will be beneficial to his election chances and that it will help settle some of the problems (with the campaign) in the Eastern Conference."

Mathis is too well known among members, unlike Durham, who pretends to be a new face. Mathis is known for sell-out contracts, imposing them by minority rule, and being run out of his Georgia local along with his three sons by a rank and file slate last May. The sons moved smoothly

They live like employers, golf with employers, and use lies and half-truths, like employers, to sell us this contract.

R.V. Durham attended the Charlotte, N.C., Local 71 contract meeting to sell the deal. When questioned, he stated the proposed contract restores our given-away cost-of-living clause. Read the fine print. It does not contain any COLA.

Our top officials tell us the proposed contract will crack down on the abuse of casuals and provide greater

job security. They tell us it does not worsen the two-tier clause for new hires. They tell us there is no separate deal for Yellow Freight, that all freight Teamsters can vote on Yellow's contract. But the proposed contract with Yellow clearly states that our union officials agreed to a separate deal with Yellow. They gave Yellow an "enabling clause" to permit a reopener for the purpose of negotiating a cut-rate contract for a new regional division Yellow intends to open. Can they read their own proposal?

Worse than the lies and half-truths, they act like employers in trying to intimidate our members. They spread the word that a rejection will mean an immediate strike. They know better than that, they just hope we don't.

Result for Teamster Members

The ballots may have been counted by the time you read this article. Whether accepted or rejected, this contract is not what is needed. It falls short on all major goals set by the rank and file and by our union. Will the language being touted by R.V. Durham today truly have a positive impact on your job security tomorrow without improvements in the grievance procedure and the ability of our union to organize non-union and double-breasted companies?

True, this contract does contain some improvements and fewer concessions than recent contracts. Thanks to majority rule on contract votes and our Right to Vote, our officials don't dare screw us as bad as they did in the 1980s. But the effects of our leadership acting exactly like the employers will live on. They may succeed in lying and scaring members, and getting the contract passed. But down the road, members will come to resent that, and the gulf between our

members and our leaders will grow. Our union is weakened in the process.

Our Union's Future

Our union is stuck in a vicious circle in the freight industry: the growing non-union sector provides just enough in wages and benefits (for now) to keep its workers feeling that an organizing drive is not worth the risk. Meanwhile, our union leadership parrots the concerns of the employers, and members and local union leaders who venture to break out of the vicious circle are chastised for threatening to put the employers out of business. Our union is the only regulator left in the industry, yet we keep backstepping as the unionized sector continues to shrink.

Imagine now how a different leadership might have approached this contract. It would not have kept members in the dark, but regularly informed them, with weekly updates. It would have started the process off with a national bargaining conference of elected representatives from each freight local, to set goals and choose a bargaining committee. Plenty of unions use this system. It would have requested reports from our pension and H&W funds on what employer contributions would be required to increase benefits to the levels members need. It would have sponsored rallies to build unity, and show the employers that our union stands strong.

We would be looking at a far different freight contract today, with that kind of leadership. And just as important, we would be looking at a stronger, more united union, with members proud of their role in shaping their own future.

Because we have the Right to Vote, this doesn't have to be a dream. We can make it a reality.

Teamsters for a Democratic Union
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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on back page.

PENSION NEWS

WCT Pension Is Not Properly Crediting Veterans

Doug Allan
TDU Western organizer

While the International magazine urges us all to support our troops, the Western Conference of Teamsters Pension Trust is short-changing them on their legally required pension credits for time in the service.

A Teamster member in the Western Conference sent for a report on his credits, and noticed he was short hours for three years (in the Western Conference, a credit is one hour at straight-time pay).

The member contacted TDU and we informed him that the period in question was Viet Nam service, and they should credit him with the time spent in the service of his country.

Under the Veteran's Readjustment Assistance Act (38 USC, 2021-24) absences from service with an employer on account of military service, whether the military enlistment was voluntary or involuntary, and whether the service was in war or in peace, are required to be credited for benefit accruals (and for vesting) as one of the "perquisites of seniority" due a returning veteran. To be entitled to this credit under the law, the veteran must reapply for his or her old job within 90 days of the discharge (if the job is not already being held open).

Lehigh Valley Teamsters Rally for Pensions

Dominick Buscemi
Local 773, Preston Trucking
Allentown, Pa.

Members of the Central Pennsylvania Concept Committee on April 6 brought news of their pension lawsuit to Lehigh Valley area Teamsters. Emerson Dimmick, one of the plaintiffs in the class-action suit being brought against the trustees of the Central Pennsylvania fund, and Adam Frye, a UPS Teamster who has been involved in the struggle for better pensions for the past four years, spoke to about 100 members who came to hear about the lawsuit and ask questions.

The lawsuit was filed to recover benefits said to be lost when the fund changed from a defined-benefit to a defined-contribution plan. A February meeting on the lawsuit was at-

The veteran must then be reinstated to his or her old job.

The U.S. Supreme Court has ruled, in *Alabama Power Co. vs. Davis*, that a returning veteran was entitled to pension credit for time spent in the military because pensions are predominantly rewards for continuous service, and because the purpose of the law's rights for returning veterans is to place them back on the seniority ladder at exactly the point they would have occupied had they not responded to the nation's military needs.

The Central States Pension Fund was recently pressured by the U.S. Department of Labor on this point, and agreed to award veterans contributory credit for time in the service. In the Central States, contributory credit is more valuable than the non-contributory credit sometimes awarded for work before joining the Teamsters.

The Teamster member called the pension fund, which sent him a corrected report that only gave him 600 credits per year for his time in service. Prior to going in the service, and after returning, the member was getting 2,080 credits per year. This shortage in credits will make a lot of difference when a member retires.

With the help of TDU, the member

tended by over 800 Teamsters (see April *Convoy Dispatch*).

Those who attended the Lehigh Valley meeting were given first-hand accounts of the buying power of their pensions from several retirees who were present. The retirees also cautioned everyone to think about how much money they will actually receive after options—such as health insurance, survivor benefits and income tax—are deducted from the monthly benefit. These deductions can amount to hundreds of dollars, and over half of the pension check.

The class-action suit covers those who were in the fund before the 1987 change, whether they've since retired or not.

has filed a complaint with the U.S. Department of Labor, Veterans Employment and Training Service. Other Western Conference Teamsters who have similar problems should contact the Teamster Rank and File Education and Legal Defense Foundation (TRF) at (313) 842-2615.

\$6 Million Saved

GEB Caught Trying to Bulk Up Officials' Pensions Again

The waste of an extra \$6 million in dues money, approved by the General Executive Board to be paid to a pension plan reserved only for officials and union staff, has been stopped by Judge Frederick Lacey, the Independent Administrator. "I am confident in saying that but for the close scrutiny of Mr. Cronin (the auditor-investigator), the Teamsters union would have contributed \$6 million more to the Plan than required," Lacey reported in the April *International Teamster* magazine.

The effect of the independent action was to save the IBT treasury \$6 million for the current year. The GEB, consisting primarily of members of the R.V. Durham slate, had approved transferring \$12 million from the union general fund to the Teamsters Affiliates Pension Plan, one of the special pension funds for officials but not for members. Judge Lacey's action forced them to reduce the transfer to the \$6 million needed.

The excess funding might have provided another pension increase for officials in the Affiliates Plan. The IBT has contributed \$12 million to the fund in each of the last six years, making it possible to raise benefits by up to 29% in May 1989. In approving the extra \$6 million for officers' pensions, the Durham slate missed another chance to start its proposed "new directions" now. Maybe they realized the Affiliates Plan might need extra cash to cover some expected retirements after the 1991 elections!

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 702, Washington, D.C., 20036. (202) 785-3707.

N.Y./N.J. Office: 500 State St., 2nd floor, Brooklyn, N.Y., 11217. (718) 852-9230.

Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

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TDU International Steering Committee

Co-Chairs:

Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich. Local 486
Diana Kilbury, Vancouver, B.C., Local 155
Michael Sawolir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

George Beam, Lexington, Ky., Local 651
Sarah Bequette, St. Louis Local 600 spouse
Connie McArthur, Seattle Local 174

Members:

John Braxton, Philadelphia Local 623
Lucille Conde, San Diego Local 481
Gillian Furst, Minneapolis Local 1145
Jackie Jenkins, Memphis, Tenn., Local 891
Dave Kapitula, Wilkes-Barre, Pa., Local 401
Michael Ruscigno, New York Local 138
J. Anthony Smith, Washington, D.C., Local 639
Rick Smith, Atlanta Local 728
J.C. Thomas, Memphis Local 667

Alternates:

Blial Chaka, Long Beach, Calif., Local 692
Rudy Hernandez, Oakland, Calif., Local 853

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1990 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

ELECTION, LEGAL NEWS

TDU Members Win Rights

Teamsters Put Back to Work by Election Officer

Two Teamsters have been ordered back to work with full back pay by the Election Officer, after being fired for participating in the election process inside our union. Gordy Teller of Sealand Services in Seattle Local 741, and Gary Shrader of ABF in Roanoke, Va., Local 171 won important protests.

Not surprisingly, not a single protest has been filed by a member supporting the millionaire slate of R.V. Durham, as the employers seem all too happy to have that campaign

prosper.

Shrader distributed campaign literature in the drivers' break room in the delegate race (TDUer Roosevelt Via won the election). The employer then removed his literature and imposed a bogus "no campaigning" rule, so Shrader turned to TDU.

TRF counsel Karen Anita Keys filed an election protest. Two days later, ABF fired Shrader under suspicious circumstances. Keys then amended the protest against ABF.

Almost two months later, Election

Officer Michael Holland ordered ABF to reinstate Shrader with full back pay, along with voiding the "no campaigning" rule.

Shrader was reinstated at the grievance panel, but typically got a suspension and a bad mark on his record. The Election Officer ordered full back pay and his record cleared.

In Seattle, Teller was fired under similar circumstances, in retaliation for campaigning for Ron Carey and for a slate of delegates in Local 741 who won the election. Teller was put back to work, with a costly suspension, through the panel. But the Election Officer ordered full back pay, benefits and a clean record. Sealand paid up after Judge Lacey affirmed the ruling.

Unfortunately, the Association for Union Democracy reports in detail in their latest newsletter that these are the only such victories, as the Election Officer takes a very stiff standard for proving discrimination by employers in the election process. However, all members should be aware of this important legal avenue open to us.

TDU RANK & FILE CONVENTION

October 25-27, 1991
St. Louis

TDU Leads Fight Again

IBT Officials Demand Bogus, Appointed Delegates

Weldon Mathis did not run to be a delegate to the historic IBT Convention in June. Neither did his three sons, who hold appointed positions in the IBT. But now they all insist they get to be delegates to the convention anyway. And they are just the tip of the iceberg.

Lots of relatives, appointees and officials who lost delegate races in their own locals will now get a free ride to Orlando, Fla., unless TDU succeeds in spoiling their fun and preserving a convention of all-elected delegates.

The "Convention Call" printed in the April *International Teamster* magazine has some fine print which states that all International officials, IBT organizers, auditors and International reps shall be delegates automatically. The joint councils and conferences can each appoint one delegate, also.

These bogus delegates have, of course, been in place at past IBT Conventions, but the plain language of the consent order granting the Right to Vote states that all delegates will be elected.

Perhaps most incredible of all, TDU is the only force protesting this move! Not one protest was filed with Judge Lacey except that filed by elected delegate Don Landis of Allentown, Pa., Local 773, a TDU member. Landis is backed legally by the TRF and represented by attorney Tom Geoghegan.

Election Officer Michael Holland approved the Convention Call on the basis that the bogus delegates will not

be allowed to participate in any voting at the convention on officers or officer nominations. Thus they will be only partial delegates. But they will still be allowed to participate in the voting on constitutional amendments, such as one to lower their multiple salaries. How do you suppose they will vote on that one?

Which goes to show that although we've won the Right to Vote, there are still plenty of problems that need to be changed to make our union the democratic, strong force it should be. If you agree, see the application on page 12.

IBT Leaders Abolish Research Department

Incredibly, our International union leadership has abolished the IBT Research Department, and dispersed whatever employees remain elsewhere within the Marble Palace. Judge Lacey has sent a letter to all members of the General Executive Board to determine why they would make such a decision.

At a time when our union is under fire from sophisticated union-busting strategies, and when we face multi-national corporations in all of the crafts we represent, why would we abolish our research department? Our local unions and members need more back-up and help from the International, not less. Perhaps the answer is contained in the report on Joe Morgan, on this page.

involves events 22 years old, and that he still expects to run for International office, but added, "The way things are going, it's hard to be sure."

Darrow was Presser's UPS Division head. He negotiated the 1984 and 1987 UPS contracts and used minority rule to impose the 1987 deal.

Several others on the incumbent slate are under investigation as well, a process that may create more openness on the slate.

Joe Morgan Bags 6th Pension—\$727,652

The 1990 IBT LM-2 financial report is now available and is under review by our research staff. One interesting page is "Schedule 11—Benefits" where we learn that we gave a nice \$727,652 lump-sum payment to former International VP Joe Morgan, who retired in December under pressure from the Investigations Officer.

This giant payoff is from the "Retirement and Family Protection Equity Plan," one of at least six (6)

pensions Morgan gets. One other plan, also funded by our dues, paid Morgan a lump sum of \$1 million. A third plan paid him more than \$100,000, so he bagged around \$2 million in union funds upon retirement.

Morgan will also receive monthly pensions from the Retirement and Family Protection Plan, Affiliates Plan, and the Central States Plan.

Could this be why the IBT just abolished our Research Department?

Letter to Ron Carey

Treatment of IBT's Female Employees

The following letter, dated April 9, was sent to Ron Carey in New York. The "Concerned Female Member" also anonymously sent a copy of the letter to TDU and others.

Dear Mr. Carey:

I am writing this letter to you because you seem to be the only candidate running for General President who cares about the problems that are destroying our great International union.

I have read your literature informing the membership of the huge salaries, bad contracts and lack of resources being provided to the local unions. There is, however, another major problem affecting our International that you have not addressed and that is the discriminatory treatment suffered by female employees of the International.

Are you aware of the firings of employees Ann Thompson and Barbara Cristie? Ann was employed by the International for 28 years, having built one of the most sophisticated Information Centers of any International union. She was fired because McCarthy wanted to replace her with one of his political hacks and our (General) Executive Board stood by and did nothing.

Barbara, who by the way was our only female International Repre-

sentative, was not even given a reason for her dismissal. Again, the current Executive Board refused to take action when this situation was brought to their attention. Yet, this is the same Board that wants our membership to trust them to negotiate fair grievance procedures and due process. What due process did these women receive?

Are you aware that our International has no female Drive Reps, no female International Auditors, only one female Organizer, and only one female Director, the other female Director was demoted when the Research Department was abolished. (See article this page.)

The current Executive Board refuses to recognize the contributions made by our female staff and members, yet 30% of our membership is female. The board, by rubber stamping McCarthy's discriminatory practices, has jeopardized not only the reputation and beliefs of the Teamsters, but has placed our union in a position to have to pay millions of our dollars to settle embarrassing lawsuits.

I hope that in your quest to rid our union of its many problems you will include the female members' concerns in your platform, and I applaud you for having a woman on your slate.

Sincerely,
Concerned Female Member

Charges Hit Candidate Darrow

Dan Darrow of Akron, Ohio, a candidate for international vice president on the "Durham-Who" slate, was charged by Teamster Investigations Officer Charles Carberry regarding an old conviction for participation in a gun battle against Teamsters engaged in a wildcat strike. His name was promptly withdrawn by the International officers for appointment to the General Executive Board. Darrow told *Convoy Dispatch* that the charge

FREIGHT NEWS

Matlack Teamsters on Strike in South

Tankhaulers at Matlack in the Southern Conference turned down the company's contract offer a second time, and the Teamsters union pulled members out on strike April 10.

When the company came back with the very same offer they had already rejected—50¢-25¢-25¢ in hourly increases and 1¢-1/2¢-1/2¢ mileage rate increase for both single and two-man sleeper operations, a \$500 signing bonus, and concessions in health care benefits—Matlack Teamsters sent it right back.

Tank Haul

"I guess they thought they could float the same offer right back by us and we would go for it," said Bill King, a driver out of Kenner, La. "The health-care plan they want us to accept is far inferior to the Central States C-6 Plan we now have, but that isn't our only concern. We need to address the issues of pay for loading and unloading, meal allowances, tour of duty, re-establishing a COLA, and more. This isn't a single-issue strike."

International VP Mitch Ledet, the union's chief negotiator, called the

strike three days after the company's offer was trashed a second time. Matlack now is claiming that it's closing its terminals at Channelview, Texas, and Sulfur, Gonzales and Kenner, La., and has advised the workers at these facilities to pick up their personal belongings, bring back property belonging to Matlack, and apply for unemployment.

Picket lines are up at all these facilities and roving pickets are soon to be employed, according to local union officials.

Chemical Leaman workers also turned down an offer by the company, but continue to work under an extension. The offer was a meager 20¢-20¢-20¢ each year of the contract and a one-time signing bonus of \$500, with a \$5,000 bonus to entice early retirement.

Management at Chemical Leaman is reported to have been making the rounds to employees, polling them as to their acceptance of a signing bonus of \$1,000 each year of a three-year contract with no other changes to the current agreement.

TDUers and others distributed flyers that exposed the proposal and

halted it from being offered. The flyer explained that if the money offered as a bonus were instead applied to an hourly increase, members would actually earn twice that amount, or \$6,000 over the term of the agreement. Plus they would be starting from a higher base rate of pay when negotiating the next contract.

"Strikes are serious business and if we are to be effective we need to start as soon as possible with the roving pickets at key facilities around the country," said Allen Hall, a Matlack driver and long-time activist in Local 270. "We have been told by the Unemployment Commission that our members will be allowed to collect unemployment compensation out of

state, but we advise members to check with their local or their unemployment office. This should be very helpful to our members and offset the costs to the locals affected by the strike."

Support from Chemical Leaman Workers

"Chemical Leaman workers have expressed a willingness to help in any way we can to support our brothers and sisters at Matlack," said Houston Local 988 member James Graef. "We have the network in place to reach and inform all tank drivers in the Southern Conference now, and ask that our local union leadership join in the effort to make this a short but successful strike."

17¢ Diverted from NMFA Wages in Nor Cal

Western Pension Trustees Promise Big Improvements

Ben Leal, International officer and member of the "Durham-Who" slate, has promised members "major developments" will come from the Western Conference Pension Trust in the days to come. An announcement could be made as *Convoy Dispatch* goes to press.

The union trustees of the Western fund, with nearly \$10 billion in assets, have consistently stonewalled members' demands for improvements, even after an independent actuarial study last year reported that 30-and-out benefits are possible right now. The trustees announced minor changes four months ago to try to put the fire out, but failed their purpose. With the reform movement picking up steam in the West, the tune from the top officials is now changing.

17¢ Diverted in Nor Cal

In mid-April, meetings were held in freight locals in Joint Council 7, covering the San Francisco Bay Area, to vote on diverting 17 cents per hour from freight Teamsters' wages into the pension contribution. At such meetings, union trustees told the members they should divert the money to be able to participate in new pension increases coming.

At the San Francisco Local 85 meeting, Ben Leal and Joint Council 7 President Chuck Mack were both on

hand to explain and recommend the diversion. Even before Mack began to speak, Local 85 Recording Secretary Bill Morrissey asked the members, "How can we vote to divert the wage increase before the contract is approved?"

Mack explained that several years ago Western Conference freight Teamsters had 17 cents diverted from H&W into pension, but JC 7 did not, due to differences in H&W costs.

He indicated that the trustees have not decided on a 30-and-out plan yet, but are rather inclined to reduce the penalty for early retirement. Ben Leal then gave a short rambling report in which he predicted "major developments." In other meetings Leal has said that the trustees' meeting at the end of April will make the decision.

Members in Local 85 asked many questions that showed a lack of confidence in the Western Conference leadership, and a tremendous anger at the way the freight contract has been handled. Then they narrowly voted down the diversion. Oakland Local 70 passed it, however, and a few other locals have also, so it appears likely that freight Teamsters in JC 7 will be diverting 17 cents from their wages to pension. (Note that there is a net gain for the employers, since once wages are diverted to pensions, the 17 cents is not paid on overtime at all.)

'Brotherhood' Lays It on Line at Preston

Brotherhood, a rank and file newsletter by Teamsters at Preston Trucking Corp., published an open letter to management addressing working conditions:

We have repeatedly tried to address the living conditions of the line haul over-the-road driver, to no avail. Our complaints have been dismissed by saying: 1. that the conditions are no different now than they have always been, drivers work long hours and odd schedules; 2. if you like this line of work,

you stay with it, and if you don't you find some other line of work. ... Wrong! ... Now enters on demand computerized scheduling and with it bid abolishment, partial or complete. Our driver of today faces the prospect of on demand two-hour work call possibly after being up many hours and forced onto a 500-mile dispatch without opportunity to eat or rest. ... Yes our bids are important! Important to us and important to the general public as well. They are not goose feathers.

Politics and Pensions

Why Western Teamsters Get Ignored

Freight Teamsters in the Central States Pension Fund are being offered a 30-and-out pension benefit at any age at \$2,000 per month. This benefit announcement is being used to get the new freight contract approved. Teamsters in other areas have received no such announcement, although small increases may come later. Why the difference?

If you ask your local officer, or a representative of your pension fund, they'll probably say, "The Central States apparently can afford that, and our fund cannot because of ... [insert excuse here]." Some of this may be true, but there is more to the story. The proof is what is happening in the giant Western Conference of Teamsters Pension Trust.

The WCT fund has assets of around \$10 billion, as does Central States, and about 275,000 active members compared to about 260,000 active members in Central States. Central States has slightly higher liability for promised future benefits than the Western Conference fund. In other words, the funds are in about the same financial shape, with the Western Conference fund in a little better shape than Central States. This is partly because it has younger participants, on the average.

Where the Votes Are

An independent actuarial study of the WCT fund, sponsored by the Teamster Rank & File Education and Legal Defense Foundation (TRF) in 1990, examined the finances and membership in the WCT and concluded

that it could certainly afford a 30-and-out benefit at least as big as Central States. Since then no major financial catastrophe has hit the WCT fund; it should still be able to match Central States' 30-and-out. Yet no 30-and-out benefit was announced with the Western freight ballots. The reason is a simple calculation of where the freight members' votes are.

The freight ballot materials contain the pension promises from the Central States fund. The increases, of course, are related to the increased contributions bargained. But the announcement comes with the ballot to influence votes.

While the WCT and Central States funds have about the same number of members, Central States—covering the Central, Southern and part of the Eastern conferences—has far more freight members. Nearly half of the members voting on the national master freight contract are in the Central States fund.

Here's where the politics comes in. R.V. Durham needs the freight contract passed to avoid disaster on the campaign trail. What's the surest way to get it passed? Offer Central States Teamsters a pension increase. The Western Conference freight votes, and others, are not needed enough to be worth a major increase.

Many freight Teamsters are using their contract vote to say "No" to this kind of manipulation. In December, during the rank and file elections for top IBT officers, we all can use our votes to say "never again" to playing politics with our pensions.

CARHAUL NEWS

Key Issues: Double Breasting, Enforcement

Carhaul employers have made double breasting and contract enforcement life-and-death issues for our union. This has been recognized in the *International Teamster* magazine by our union's top negotiator, Ernie Tusino. Carhaul negotiations resumed April 22 in Scottsdale, Ariz.

The line has been drawn during years of management defiance, but was made explicit last fall by Terence Russell, head of Ryder Systems carhaul division, which controls over 40% of the business. He announced in *Transport Topics* that all new Ryder operations would operate with leased drivers represented by a "Chicago Local 707," a non-Teamster, mob-dominated and unaffiliated "union."

Teamsters have the advantage of knowing that no wording change on subcontracting can improve the double-breasting situation. The last two contracts have promised such improvements, but the abuse has worsened. We must fight for a No vote on any contract that is not signed by the parent corporations of all carhaul companies. But since no contract language is iron-clad and management has shown contempt for our contract

and union, enforcement is the second essential key.

The freight agreement has long provided that grievances deadlocked at the national level could be subject to strike. In these negotiations the union is seeking the same remedy, with an additional provision that the union may strike over grievances not settled within 60 days.

Insertion of the right to strike raises three questions for many carhaulers:

- *Won't this mean constant interruptions of service, harming relations with the few automakers we haul for?*

Almost all deadlocked grievances on which strike sanction has been granted in freight have been settled without a strike. The point is to put teeth into our grievance procedure and make delays work against, instead of for, management.

- *What's wrong with arbitration? Now that we're using it, we're winning our share.*

Ryder's double breasting through Quality Auto Transport was deadlocked and arbitrated during the last two years on whether it was arbitrable. The union won, but now must go through the whole process again on

the merits. This puts our fate in the hands of lawyers, rather than of workers and managers who care about getting a job done.

- *If the parent corporation signs the contract, won't that solve double breasting?*

No, because in some cases like Active, the double-breasted company is only partially owned by the parent, Jupiter Transportation. Where com-

panies violate our contract we need the power to remind them we haul the cars.

A petition citing double breasting and the right to strike on grievances as strike issues was sent to Tusino by Nashville drivers for Ryder's CCI subsidiary. Similar petitions have been distributed to many terminals. For information call the TDU national office at (313) 842-2600.

Carhaul News

Watch Out for Sneaking Cut Rates.

Recently in the area of Dallas Local 745, Ryder and Jack Cooper took advantage of a new BA to conduct negotiations for running-mile trips out of Ryder Freight Brokers' non-Teamster terminal at Spring Hill, Tenn. Worse yet they allowed A-B-C-D dispatches with only the last leg a full rate. Fortunately, Local 745 members hit the phones and were directed to National Chairman Ernie Tusino, who put a stop to these deals, which he had declared banned in a special TITAN message and in an *International Teamster* magazine article.

However, at Anchor in Lansing, Mich., there have been several running-mile deals agreed to by BA Don Beecham of Local 580 without a vote of the members. These can establish dangerous precedents whatever the merit or the size of the deal. One of the Lansing deals had a special twist. Traffic was switched from the Canadian border point of Sarnia to Windsor and thereby to the CCI yard in Dearborn. This traffic had traditionally been handled by Lansing and Flint drivers hauling Canadian-bound traffic one way and U.S. deliveries the other.

Now an argument can certainly be made that these drivers have the right to follow that traffic. The wrinkle is that it came through Ryder's latest non-signatory subsidiary, Ryder Freight Brokers. This has led to a disregard of Article 48's ban on backhauls by other carriers. After the complications became clear, Flint Local 332 canceled its agreements and has taken the matter to the Central-Southern for resolution.

Negotiations Must Resolve Owner-Operator Questions.

A major issue for owner-operators needs resolution in these negotiations, rather than in court. Ryder's most recent rip-off lease imposed by threat on its owner-operators states that disputes should be resolved through the grievance procedure. In the past, the union constitution, contracts and the law have generally held that union contracts can establish minimum lease terms for owner-operators, but that does not substitute for a separate lease that is not a labor agreement. The question that needs answering is, "Can joint committees arbitrate lease disputes and can they award truck earnings for owner-operators?"

PMT Drivers Association News.

The following item titled "In Harms Way" comes from Teamsters in the PMT Drivers Association (Bob Childers, editor), P.O. Box 14124, Fremont, Calif. 94539. Unfortunately, the problem is not a regional one.

In the past we, as auto transporters, have kept a skeptical eye on management and their approach to matters that hit home: working conditions, working man's pay, and how about that retirement. Today we face a new challenge, "The Rabbit." A Rabbit is a man who works day and night to haul the absolute last car that will ever be made on some future production line. He has no regard for the sane human being who is just trying to put a few beans on the table. The loss of sovereignty of someone else's family is of no concern to him because that absolute last car has never been produced and how much is enough. Are applications of the future going to ask, "How fast can you run the 100-yard dash?" In the Bay Area, on any given day, PMT could have 70 or 80 drivers on call. It is our responsibility as senior drivers to find a way to satisfy the needs of all. Not just the needs of the few.

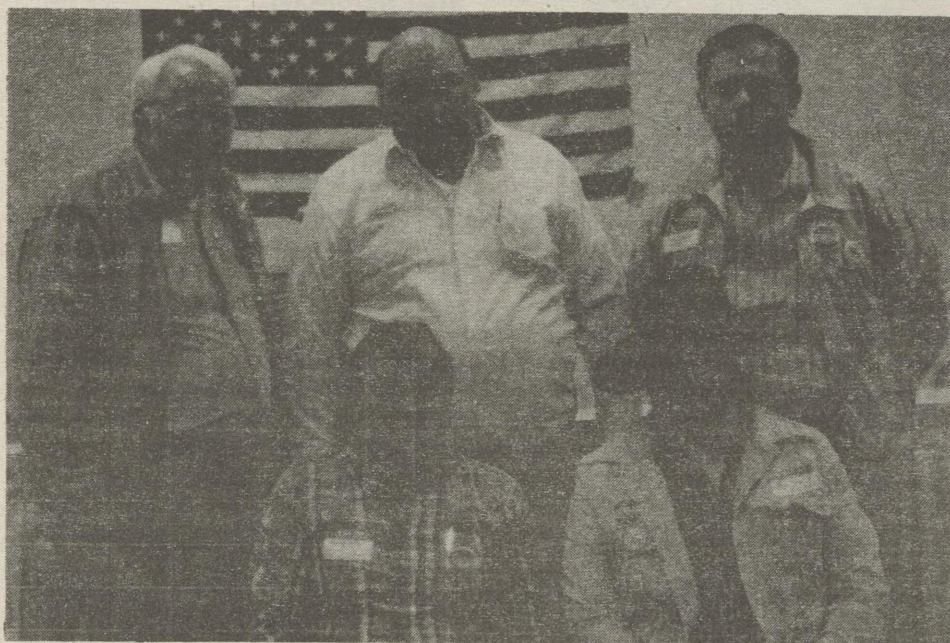
Turncoat Gets Officer Pension.

In driveaway, former Local 654 Secretary-Treasurer Don Hager is now in management for Jupiter Transportation. His replacement, Roy Atha, said, "Well, at least he's now being paid properly." Hager will be drawing his officers' pension. What do you think would happen to your pension if you went to work in the industry on the other side?

May Meetings Crucial

At a meeting of the TDU Carhaulers Coordinating Committee on April 7, we voted to urge the union to seek strike votes at our May union meetings, whether craft or general membership. Since many members are laid off, it was also urged that mailings go to laid-off members about the meetings and about the negotiating points on the table that will benefit laid-off members, such as extension of seniority protection, limits on mandatory overtime and on backhauls from terminals where there are layoffs.

It might be thought that a recession would make the chance of a strike vote slimmer or an effective strike threat weaker. The truth is we got a 48.5% No vote much deeper into a worse recession in 1982, with less vital issues at stake and worse leadership at the helm. Now we have majority rule on contract votes. With substantial excess capacity in the industry, the threat of a selective strike aimed at some carriers will maximize the impact on our employers, while minimizing the impact on the auto companies and the economy. This will require organization and communication reaching to the grassroots and to our laid-off members. This is not the favorite activity of many of our BAs but the problems can be overcome by constructive membership action.



MEMBERS OF THE RON CAREY RANK & FILE SLATE in Local 245. The slate lost by a narrow margin, but activity continues in Springfield, Mo. (See article page 6.) Pictured: (seated, l. to r.) Ken Beatty, Bill Underhill; (standing) Fred Veregge, Bill Lovelace, Kelly Madden.

TDU ON THE MOVE

During the past year TDU members and chapters have been working with other reform-minded Teamsters to spread the news about the Right to Vote and put together reform slates for the delegate elections. The commitment and sacrifice of these Teamsters and their families have been extraordinary. Amidst these long days and short nights TDU leaders also have somehow continued chapter activities and building the organization of our TDU move-

Arizona

In February, the Arizona chapter of TDU met and elected a new steering committee consisting of five members and two trustees. In March, the chapter joined with other Teamsters in Local 104 to form the Teamsters for Reform slate to run in the delegate election. The Teamsters for Reform swept all 15 spots—nine delegates and six alternates—handily defeating the incumbent slate. During the election a successful meeting in Phoenix was sponsored for Ron Carey that boosted both his and the delegate campaign.

This victory followed closely on the heels of a local election where the Swartwood slate, consisting of several TDU members as well as other reformers, were narrowly defeated. They did, however, garner 49% of the vote and elect two new trustees, who were the top vote-getters. Due to numerous election irregularities by the dying incumbent machine, the election was protested to the joint council and the U.S. Labor Department.

Southeast Texas

Born just six months ago, this chapter shows that Texans do things in a big way! Having just competed in both a local election for officers and a delegate election in Houston Local 988 (nearly upsetting long-time incumbent president Richard Hammond), these proud Teamsters also have sponsored a Ron Carey rally, spearheaded four separate contract campaigns, and been involved in a recruitment drive that has more than tripled their TDU membership.

"Teamsters all over Texas and most of Louisiana are aware of our activities here in southeast Texas," said James Graef. "We've been busy. Besides the two elections, we were involved in helping our brothers and sisters at Anheuser-Busch by meeting with members from New Jersey Local 843 and passing out flyers at the Houston brewery. We are committed to organizing for better contracts at Chemical Leaman and Matlack (where our members are currently on strike)."

"By far our biggest accomplishment is the establishment of a communications network with members in the many various locals and different crafts in our area," Graef said.

Knoxville, Tenn.

The TDU movement in Knoxville, Tenn., has taken important strides forward over the past year. Knoxville has

ment—the engine that moved the democratic reforms we are using today.

What follows are a few chapter reports exemplifying these organizing activities. To every reform-minded Teamster, our solidarity and encouragement to join TDU now. To every TDU member, our greatest respect for a continuing job well done. If you need information on how to get in touch with a TDU chapter, or to start a new chapter, call our TDU national office.

become fourth in the nation in TDU recruitment. TDU membership in Knoxville is 53% freight (mostly Roadway, thanks to the tireless efforts of Mack "Moon" Mullins and D.H. Bledsoe), 42% UPS and 5% other. TDU leader Steve Cox has set a goal of signing up 20% of every classification at UPS, so freight had better keep on recruiting if they want to maintain their lead! "We know there's a lot of support there that we haven't reached yet, people who support our ideas and goals. We're looking to include more of them," Cox said.

Our slate recently swept all four delegate and alternate spots in the local delegate elections. The growth of TDU in the Knoxville area is part of an overall growth in the state of Tennessee.

Lehigh Valley, Pa.

Lehigh Valley TDU has been busy. In the recent Local 773 delegate election TDUs joined with the Working Teamsters coalition to run an aggressive campaign that netted five out of seven delegates and three out of four alternates.

On April 6 they sponsored a rally to gain support for a class-action suit against the trustees of the Central Pennsylvania Pension Fund. About 100 Teamsters attended. They have also been working with members and leaders of other unions in the area to organize a ceremony to pay tribute to fallen brothers and sisters who have been killed or injured on the job. Workers Memorial Day will be noted on Sunday, April 28.

On April 12 they hosted a campaign swing by Diana Kilmury, candidate for IBT vice president on the Ron Carey slate. Diana did a press interview and was introduced to Local 773 members at UPS, Pet Inc., and Hospital Central Services, as well as meeting with members at Alpo, CF and other freight companies.

Bridgeport-New Haven, Conn.

The Bridgeport-New Haven chapter is moving ahead on reforms in locals 191 and 443.

In Local 191, TDUs worked with other members on a reform delegate campaign that swept the three delegate and three alternate spots. TDUs are also supporting a series of bylaws amendments that will give the local executive board and the members more say on matters now left solely to the local's principal officer.

In New Haven Local 443, a reform slate came within 27 votes of winning a delegate spot, a real gain in this once fear-ridden local. As part of the settlement with the Independent Administrator, the March union meeting will hear the first reading of two bylaws amendments barring convicted felons from office and limiting any future severance pay for officers. Members will also propose bylaws amendments for elected stewards and majority rule on future bylaw changes, and ask for reports back on how the local's delegates vote at the IBT Convention.

Liberal, Kan.

The Liberal, Kan., chapter of TDU recently elected a new steering committee, with Yellow Freight road driver Randy Dees taking the helm.

They held two meetings early in the year to talk about the freight contract. The meetings were well attended, and people came away from them informed and ready to help in the fight for a better contract. They're working on getting Ron Carey to come to Wichita, Kan., soon.

The first big project was the recent petition to keep Yellow and all other carriers in the master agreement, and not allow any carrier to get a substandard short-haul contract. The petition was mailed to Yellow activists around the country. Over 1,000 signatures were collected and sent to the IBT.

Memphis

Members of the Memphis chapter of TDU are gearing up for a second growth spurt during TDU's recruitment drive. TDU members shared a big responsibility, working with other Teamsters in the local to build a reform coalition in the delegate election. As a result, candidates supporting the Ron Carey Slate swept the election by greater than 2-1.

TDUs in Memphis first showed their leadership by educating the membership on TDU's independent actuarial study of the Central States Pension Fund and the options for benefit improvements available to the fund as early as 1989. Members of Memphis Local 667 passed a motion at a general membership meeting in 1990 supporting pension improvements and reform. The announcement (finally) with the freight contract of a \$2,000 per month 30-and-out benefit at any age is a direct result of the pressure that Memphis Teamsters—and those throughout the Central States area—helped to create.

Members of the Memphis chapter have worked hard for their credibility, putting themselves in the mainstream of change in the local. Now they are preparing for the campaign to get the Ron Carey Slate elected in December, and to keep moving the local union in a positive direction.

Said Bob Jordan, a Yellow Freight road driver and chapter co-chair, "We need new members to keep the movement strong. With new members you get new and better input and ideas,

and maybe even ideas for a better direction. TDU's been helping us go in the right direction, and has been making us more knowledgeable of what is going on around us, how we've been losing out for years, and how we can change that direction."

Greater Ozarks

Campaigning on a delegate slate is an education. Education is an ongoing process. We lost. Plain simple truth. Our local, with 3,650 members, is in the Missouri Ozarks, where living is great. Our local has a lot of up-and-down interest from its members. It's too easy to "just go fishin'."

Fishing stopped last fall when a group of us met to discuss running a rank and file delegate slate. Our union officers were notified of our intentions and you could tell that they didn't take us seriously.

Our April newsletter (a year ago there was no newsletter) tells the story: "... 3,672 members ... received ballots ... for the first real delegate race. 1,721 voted. 55% voted for the Hall slate." There were strange statements made afterward, like, "so what did you gain?"

I can't speak for all involved, but I and others who ran feel that it was very much worth the effort. We got Ron Carey to come to Springfield. What we learned and will pass on for this coming top officer election and future elections is of prime importance. We will work now to get our TDU chapter moving and ready for the December election.

I'm 60 years old and will retire at 62. That's a good age to get involved, because, like the old wagon wheel, you have been through the barn yard many times. I get mad when I hear someone say, "I'll retire soon and then they can have this mess." Thanks a lot. That isn't what the old timers said when I came to the workplace. They said, "Get involved or you'll lose it." I urge all of you near retirement to understand the benefits of acting in a group because you could very well use what you learn to keep and improve your lot after retirement.

We all have a vested interest in our union. Organized we can make a difference. One of the officials we ran against said, after it was over, "You boys were successful in getting us out of the hall and into the barns!"

In the Ozarks, we "went fishin'" and caught the attention of our local officials.

Fred Veregge
Local 245, CF

Indianapolis

TDU members formed a chapter and steering committee in Indianapolis after the delegate election in early March. They lost the election but got 44% of the votes cast, which was a good showing. Members are moving forward to try and tackle some of the issues facing the Teamsters union both at the International level

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DELEGATE NEWS

Surge of Carey Victories Closes Delegate Elections

As the first phase of the election process draws to a conclusion, delegate candidates pledged to the Ron Carey Slate have shown a surge of election victories. This is not a complete listing of recent (March) results, but includes those results that have come into the TDU national office and been confirmed. Most locals have completed the delegate elections, with only some delayed or rerun elections yet to be tallied. Earlier delegate elections were noted in previous issues.

Nationally, the momentum of the Carey campaign has risen during the course of the delegate elections. Reports to this office indicate higher voter turnout and a greater percentage of reform victories in later elections. Carey supporters have won delegates in nearly 100 locals, about half of those contested, putting more pressure on those who have run our

union for years to circle their wagons.

In the Central Conference, reform candidates swept in Springfield, Ohio, Local 654 (one delegate and one alternate). The United Members slate swept all seven delegate and two alternate spots in Cincinnati Local 100. The Carey forces have had a very strong showing in the St. Louis area: in Local 600, Carey delegates won four of the five delegate spots and the two alternate positions; the Teamsters for Ron Carey slate in Local 688 swept all 14 delegate and four alternate positions. Also in the Central Conference, Carey delegates took the two delegate spots in Wisconsin Local 563.

Support for Carey also continues to grow in the Eastern Conference. TDUer Glenn Kulbako won the delegate spot in Boston Local 496. Fall River, Mass., Local 526 elected a Carey delegate. TDUer Gene Giacumbo won the delegate spot in New Jersey Local 843, a brewery local. The Rank and File slate won one alternate position in a very close election in York, Pa., Local 430. A Carey delegate also won in Connecticut Local 493.

Western Conference

Carey supporters from different slates won two delegate spots in San Diego Local 542. A big victory was scored in Southern California Local

63 by the Delegates for Carey slate, which took 14 of the 17 delegate spots. Delegate candidates pledged to the Carey slate took two of three delegate spots in Local 315 in the Bay Area. Reform candidates won a delegate and an alternate position in Oakland, Calif., Local 302. Carey candidates swept the three delegate spots in New Mexico (statewide) Local 492. The Teamsters for Reform slate swept all nine delegate and six alternate spots

Local 688

How We Swept in St. Louis

Dan Eby
Local 688, UPS
Earth City, Mo.

The ballots were counted on March 28 in the St. Louis Local 688 delegate election and the Teamsters for Ron Carey slate swept all 14 delegates and four alternates by more than 2-1.

Our story started a year ago when a handful of Local 688 members pooled their money and ideas to form the Local 688 delegate committee. Our first step was a flyer to distribute to the 180 shops in our huge local union, urging them to get involved in this first-ever democratic election.

We met Doug and Joyce Mims, from Atlanta Local 728, at the TDU Convention in October 1990 and got invaluable advice on running a campaign. We also met with reform-minded Teamsters in other St. Louis locals. Our brothers and sisters in Local 600, the freight local, later won four delegates and two alternates. Others in 618 and 604 ran strong but fell short.

Also in October, after reviewing the proposed election plan drawn up by Local 688's officers which called for in-person voting, our committee took action. We requested a mail-ballot election from Election Officer Michael Holland, citing inaccessibility to the polling places and limited participation in past votes. We

in Arizona (statewide) Local 104. The Working Teamsters slate swept to victory in Vacaville, Calif., Local 490 with three delegates and one alternate. San Francisco Local 85 saw two TDUers win the delegate spots. In San Jose Local 287 reformers swept the five delegates by a 4-1 margin. And in Washington state, Tom Henry won a delegate seat in Local 788. Also in the Northwest, a Carey delegate gained one spot in Oregon Local 670.

won. Holland ordered a mail ballot.

Local 688 members John and Nancy Youngermann organized a major petition drive to help get the Ron Carey Slate accredited. The petitions were a useful tool in gaining name recognition in the shops and making Teamsters aware of Carey's "Platform for Tomorrow." Then a coalition of reform-minded members formed our Teamsters for Ron Carey slate in January. The main goals were (and are) to get Carey's slate elected and to propose constitutional amendments beneficial to the rank and file.

The slate includes some TDU members, though most are not. Bob Swaim, a UPS feeder driver who is not a TDU member, said he got involved because "Ron Carey's track record proves he will be the working Teamsters' president, and he needs our support."

Some slate members took vacation time to campaign at the shops. Others phone-banked to Local 688 members. Others raised funds for the postage and a good mailer to hit all members right before the ballots.

The result was a resounding victory. Slate member Bob McKay, a driver for Old Vienna Potato Chips, summed it up: "This is a victory for the rank and file of Local 688. The democratic process works. Let's now bring that democracy to every Teamster local in North America."

IT'S YOUR UNION ...
**ATTEND
MAY UNION
MEETINGS!**

TDU on the Move

continued from page 6

and in Local 135. They held an educational meeting on the grievance procedure, and plan other meetings in the future to help inform and involve as many Teamsters as they can. They're also working on a TDU recruitment drive in the local.

St. Louis

The St. Louis chapter, TDU 600, has a steering committee of six and a regular newsletter that focuses on local concerns.

We hold regular monthly meetings now, but in less eventful times don't hold them in the summer. Meetings are always held on the third Sunday of each month, unless we have a special meeting in between.

We recently had a very successful spaghetti dinner at a restaurant, charging \$25 per couple. There was a "silent auction" with the dinner, with white elephant items donated by members. We raised about \$125 from the auction, and \$175 on the dinner.

Other costs of meeting rooms, etc., are covered by attendance prize drawings at each meeting. Tickets are sold for \$1, and the winner of the \$10 prize has to keep the money. Otherwise, he feels pressured to donate the money back to the chapter. This rule gets him off the hook and keeps the raffle fun. A one-time direct-mail appeal netted about \$150 from members, some of whom never get to come to a meeting.

We've been involved in several

delegate races, providing information on the rules and other pertinent information, keeping in touch with their progress and helping with problems and moral support.

We have hosted Ron Carey twice for a total of four meetings. Diana Kil-mury joined Ron at the most recent meeting on March 3.

We have been helping to form chapters in other areas near us, including Peru, Ill., and Springfield, Mo., with members traveling there to help with the organizing meetings. Currently, we are trying to help start another chapter in a nearby city.

We have been instrumental in arranging many special meetings to which we invite a TDU staff member to educate the members on issues such as contracts, pensions, or the delegate elections. We keep in touch with other chapters by mail and telephone on a very regular basis.

When we elect our steering committee, we recruit those who are most involved, but also try to give jobs to others so that we are able to develop new leadership. It is a rewarding experience for all when their confidence and enthusiasm grows.

Our goals for now are to continue to strengthen the Carey campaign, and dovetail TDU-related activities and out-reach efforts to recruit new members for TDU. It's crucial not to let the high level of interest cool down.

—Sarah Bequette
Local 600 spouse
TDU Intl. Steering Committee



THE TEAMSTERS FOR REFORM slate swept the nine delegate and six alternate seats in Phoenix Local 104. Pictured: (kneeling, l to r.) John Reynolds, Richard Esquivel, Stuart Carson; (standing) Dave Kuno, Vaughn Hougland, Rod Brash, Howard Burgan, John Floyd, Larry Manire, Melvin Milton, Jim Benson, Terry Askey. Not pictured: Cliff Davis, Ken Colomba.

UNITED PARCEL SERVICE

National Air Committee: Saturday Work

Decision in Line With Air Concessions

A National Air Committee decision on Saturday delivery work highlights the continuing problem of allowing essentially a cut-rate contract, the Air Operation, within a contract, the Master Agreement. The April 11 decision offers work to laid-off pack-

age car drivers, but it is certain to be unsatisfactory to both full-time and part-time UPSers.

A TITAN message detailing the agreement was sent by Al Barlow, division director, to all locals signatory to the Master Agreement. Fol-

NLRB Takes L.A. Firings to Complaint

A bogus firing by UPS and the inability of a Los Angeles local union to obtain justice for the UPS Teamsters will lead to a hearing before an administrative law judge, an unnecessary squandering of resources by the company, and a continued period of unemployment for the Teamsters.

"My main beef is that the company and Local 396 are working hand-in-hand," said Local 396 steward Dan Kane. "The union doesn't realize who's paying their salaries. They're always siding with the company like they're a company union. Since us guys got fired nobody has filed a grievance because everybody is scared."

UPS fired Kane and eight other UPS Teamsters on Nov. 21 for filing a grievance. The grievance involved UPS's security measures, which require the workers to pass through a metal detector when they leave work. The detector was set so sensitively that it was set off by the metal eyelets on Kane's work boots, forcing him to remove his shoes every time he went home. Fed up with this daily indignity, Kane wrote a grievance to force UPS to let him stay on the clock for the

time it took to get through the metal detector. To back up his grievance, he got eight other UPSers to sign the grievance with him. In response, UPS fired all nine of them.

The company said that the eight UPSers who filed with Kane lied on their grievances, since the written grievance made specific reference to metal bootlace eyelets, which didn't apply to them. The company fired Kane for conspiring to get the other eight workers to lie.

Two of the nine workers got their jobs back within two working days, but the other seven remain fired. The case on the seven fired workers went to arbitration and, incredibly, was lost. Subsequently, the seven UPSers filed a charge with the National Labor Relations Board. On Feb. 1, the NLRB did an unusual thing: it issued a complaint against UPS for violating the UPSers' rights under federal labor law. Now the NLRB will take the case to trial in a hearing before an administrative law judge scheduled for May 7 in Los Angeles. The NLRB is insisting that the seven get their jobs and back pay. Meanwhile, the UPS Teamsters await justice.

lowing is a summary of the main points:

- Laid-off package car drivers will now be offered Saturday work prior to part-time employees, paid at the current top rate of \$11.40, unless Special Air Drivers in the area are currently making a higher rate.
- Part-timers who have notified UPS of their desire for and who are qualified for the Saturday work will be offered it after laid-off package car drivers.
- Part-timers who currently perform Special Air Driver work Monday through Friday will receive "their regular rate of pay for the Saturday work"; and those who do not normally perform such work will start at \$10 per hour.
- All Saturday work will be at the three-hour guarantee; Temporary Alternative Work (TAW) must be agreed to by the local union and shall be at a minimum of \$10 per hour.
- Shuttle work shall continue as currently performed. "Any proposed change in current shuttle driver work shall be subject to negotiations with the General President."

The Methodical Giant

As the *Wall Street Journal* reported on Dec. 20, "In its own methodical way, United Parcel Service of America Inc. is muscling deeper into the \$9 billion-plus domestic air-express business." During the first six months of 1990, UPS market share had risen to

26%, with Federal Express still holding 48.3% of the air-express market. Those percentages continue to shift in UPS's favor.

Also in its own methodical way, UPS continues to reap the benefits of and expand the cut-rate Article 40. While all Teamsters applaud the success of unionized UPS (after all, we make it happen), our union's strategy is based on wage and work-rule concessions to allow UPS to make a run at non-union FedEx. The benefits to UPS are clear. The benefits to our union are not.

UPS has the financial capability to target capital at air expansion, though our concessions certainly make its decisions easier. And in the short term, our union treasury benefits from the dues of increasing numbers of part-time employees. But in the long term, the concessions are lowering union standards, weakening our strength at UPS and making it more difficult to ever mount an organizing drive at FedEx.

The National Air Committee decision in itself is but an extension of continued concessions already negotiated by our union in 1987 and '90. But it highlights the problem we face. Package car drivers who customarily make some \$17 an hour are encouraged to come off lay-off status for \$11.40. Part-timers who work Monday through Friday and who should expect premium pay on Saturday, work a sixth day at straight-time

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Have You Ordered Your Buster Brown Handbook To the UPS/IBT 1990-93 Agreement Yet?

Since November 1990, Project Unity has been developing a handbook for UPSers to use along with the new UPS-IBT agreement. These books consist of the new contract language (which we received with our mail ballots last July) and an easy-to-use table of contents for stewards, feeders, package car drivers and part-timers, along with a general table of contents and outline.

The Buster Brown Handbook is not the official 1990-93 UPS-IBT agreement. It is an unofficial guide to the new agreement.

So far the Buster Brown Handbook has been a success and a much needed document for UPSers, especially since the IBT has not circulated the official agreement. So don't wait. Order today.

Place Your Order Today for the Buster Brown Handbook

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UPS & Downs

The Invisible Contract.

UPS Teamsters have always been frustrated by the rewriting of the contract in grievance committee decisions and interpretations. Now it seems the IBT and UPS have come up with the perfect solution. Don't print the damn books in the first place!

Want to vent your spleen to the man in charge? Well, McCarthy's a lame duck, so write his chief negotiator, Al Barlow, or the man who aspires to be in charge, R.V. Durham, 25 Louisiana Ave. N.W., Washington, D.C. 20001.

Local 962 Feeder Drivers Want Breathing Room.

UPS Teamsters in Roseburg, Ore., Local 962 have been trying to correct problems with exhaust fumes for years and in recent months tried to bring OR-OSHA into the picture. According to an OR-OSHA letter to UPS on Jan. 15, "Drivers have to stand next to exhaust while performing work tasks for about a total of one hour during work shift while truck idles. Employees have experienced nausea, headache, sore throat and burning eyes. Company has not responded to requests from drivers to remedy the situation."

OR-OSHA urged UPS "to investigate this situation and make any necessary corrections." In a Jan. 31 letter, UPS promised a five-point plan to correct the situation. This was apparently unsatisfactory to "Concerned Feeder Drivers," who wrote to TDU:

"We have had no answers from the company concerning the exhaust problem. The reply from the company (to OR-OSHA) ... about turning the exhaust pipe doesn't help much, because most of the feeder trucks in Oregon already have their exhaust pipes turned the way the company proposes. ... We feeder drivers feel the best solution to the problem would be to put stacks on the trucks, so the exhaust would be directed up in the air."

BREWERY, SOFT DRINK NEWS

Upstate N.Y. Contract a Warning at Coke

Recently concluded negotiations at the Upstate Division of Coca-Cola Bottling of New York illustrate the dangers of two-tier pay and should serve as a warning to members employed by Coke of New York in Connecticut, New Jersey and New York City. Those contracts expire May 31.

Upstate Teamsters are represented by locals in Watertown, Syracuse, Albany, Utica and Binghamton. Their contract expired last Nov. 1. The first offer was supported by the Syracuse Local 317 business agent, but opposed by Albany Local 669. It was voted down. Although a second offer was approved this year, details on benefits are still so confused that members walked out of a recent meeting in Watertown.

Since stewards were barred from negotiations, the contract was negotiated by union officials unfamiliar with the industry. Every classification took severe cuts, which will have to be regained in future negotiations.

The basic change is from a driver salesman to a "pre-sell system." The drivers pay went up to \$12.75 per hour, with 66 cents more to come in the next two years. There will be \$5 pension increases yearly and another week of vacation after 25 years.

But the number of drivers in Syracuse has already dropped from 24 to about 10, with others switched to an

enlarged "merchandiser" classification. They will be much lower paid and place product on the shelves after bulk delivery by trucks.

In the first offer, merchandisers with more than one year of seniority were to get \$11.74 for one year. This was raised to \$12.09, and frozen for the life of the contract. All with less than one year will get \$8.30 per hour. All higher paid merchandisers can be forced into other classifications to make room for lower paid new hires. New employees can also be forced to work any five days, whereas existing employees will keep the existing work week. Overtime has been cut by a switch to four 10-hour days in some cases.

In the second offer management also dropped a demand for a cut in vacation pay to a straight 40 hours. They switched a fixed holiday to a rover, but limited selection.

Not surprisingly, Coke has already fired higher paid employees. In Albany some drivers have taken layoffs instead of the wage cut. In both cases management has filled in with lower paid new hires as merchandisers.

Management has gotten a hand from some bizarre and incorrect arbitration decisions under the New York State Mediation Board. This service is free and many officials say you get what you pay for. (In New York

City the permanent arbitrator is Bob Bauman, former Coke vice president for employee relations!)

"Pre-salesmen" also took a hit on this deal. They stayed on commission, but their previous base of \$255 per week was dropped to \$145. Their big accounts will get a commission of 10 cents per case and mom-and-pop accounts will pay 18 cents. The base will

Anheuser-Busch

Brewery Workers Fight On

"The Brewery Conference and Anheuser-Busch did everything they could to sell this contract," said Gene Giacumbo, principal officer of IBT Local 843. "And it's still a mystery to me why the union would want to sell a contract like this to the membership."

Anheuser-Busch employees, after having narrowly rejected the first tentative agreement, ratified by a 5-2 margin a new three-year contract that leaves them being paid less than their counterparts at Miller Brewing and subjects them to a punitive drug-testing program.

The vote in favor of ratification was accomplished by what is fast becoming a familiar routine in the Teamsters union—the company conducts an aggressive campaign to attain a yes vote while the union paints a rosy scenario of the contract's provisions and solemnly instructs everyone that a No vote means an automatic and immediate strike. Never mind that this is a lie. Compromised union officials would rather bait and switch than fight.

Fortunately not all union leaders have discarded their honor in the circular file. Local 843 mobilized about 50 local officers and rank and file members to spend a week in teams of four to six to go to every brewery in the country and campaign for a No vote. Ron Carey was also generous to interrupt his campaign schedule to join them in their efforts at the Los Angeles, Fairfield and Newark breweries where the membership responded by voting the contract down.

In the process of this contract campaign they collected the names and numbers of more than 1,000 rank and filers from every one of the Anheuser-Busch breweries who want to share information about working conditions and local contract provisions with each other in order to strengthen and inform the ranks. Normally this would be the function of the brewery conference. The conference, however, apparently realizes that knowledge is power and they want to keep it all to themselves.

But the rank and file, energized and empowered by this most recent struggle, refuse to allow that to happen. The membership of Local 843 voted to authorize the local to go national with its newsletter. In collaboration with members throughout the country, and with the assistance of the *Bevo Bull* (a rank and file newsletter out of St. Louis) they intend to share experien-

go up \$5 per week and the commissions will increase 25 cents per year and 5 cents per year, respectively. Restrictions on use, plus a one-time \$2,500 payment were offered as inducements to give up company cars.

With employees treated like this it's not surprising that Coke is losing market share while Pepsi gains.

ces and conditions of Anheuser-Busch employees throughout the country and get that information into the hands of the rank and file, thereby ending the conference's monopoly of knowledge of conditions around the country.

"All the things that the brewery conference was supposed to do for us, we end up having to do for them," said Giacumbo. "If we continue to develop credibility with a national newsletter, hopefully people will look to us for leadership when the contract comes around again three years from now."

Meanwhile, in addition to taking the lead on the national level, the Local 843 membership continues to take care of business at home. They recently organized an informational picket line and boycott to greet the attendees of the "40th Birthday Celebration" of the Newark Anheuser-Busch brewery. Management, it is reliably reported, was not amused.

What Direction for Brewery Division?

Bob Henry

Local 1149, Anheuser-Busch
Baldwinsville, N.Y.

The IBT Brewery and Soft Drink Conference and the various locals representing the employees of the Anheuser-Busch breweries have just finished negotiating a new three-year contract. Although this new agreement does contain wage and benefit increases (that won't keep up with inflation), it also grants to management considerable concessions in the health insurance program for its members. Where there was no deductible in the old contract, employees are now required to meet a yearly \$400 deductible by the end of this contract.

As a 31-year brewery employee, I find this unbelievable since Anheuser-Busch has just reported another banner year of increases in net sales, profits and market share. They are the industry's leader by far. This contract places the burden of rapidly increasing health-care costs on its employees.

It's hard to imagine what our officials would negotiate if the company had a downturn.

UPS Saturday Air Work

continued from page 8

wages. The trend is obvious and the writing is on the wall for all real Teamsters to read.

Union on Line at UPS

The future of the Teamsters union is on the line at UPS. Our current leadership blew perhaps our best opportunity in last year's negotiations to keep from sliding into company-union status. But instead of working with the

rank and file and local unions, they worked with UPS. They tricked us into fearing the strike when we had UPS on the run back to the bargaining table. All we were asking for was a fair, union contract from the richest Teamster employer.

Our next opportunity is to bring new initiatives to the IBT Convention and to elect a union leadership in December that won't sell us out when we try to put up the good fight.



THE TEAMSTERS FOR CAREY SLATE in Sacramento, Calif., took all eight delegate and two alternate seats in Local 150. Pictured: (l. to r.) Frank Sissom, John Platt, Michael Tobin, Jim Harmon, Jake Workman, Bob Ream and Richard Mayer. Not pictured: Tom Cota, Gary Butterfield and Gary Samms.

GROCERY, LOCAL CONTRACT NEWS

Teamsters at Des Moines SuperValu Ratify 3-Year Contract

On April 7, by a vote of 159 to 59, approximately 250 workers at SuperValu Stores in Des Moines, Iowa, ratified a new three-year contract. The SuperValu workers, who are members of Teamster Local 147, rejected a first contract offer by a vote of 221 to 20. Under the first offer, management wanted to delete any reference to cost of living adjustment (COLA), and wanted a five-year agreement with 25-cent increases in the first and second years, a \$500 lump sum payment in the third year, and 25-cent increases in the fourth and fifth years.

The agreement the workers eventually ratified included improvements over the first offer. COLA language remained in the contract (although an added clause prevents it from taking effect); several job classifications such as cigarette stamping, order filling and billing clerks, which received only 75% of regular pay in the last contract, were brought up to 100%; and changes in vacation replacement language protected full-time jobs on the first shift. Furthermore, management agreed to a three-year contract instead of five, with a 25-cent increase plus a \$200 lump-sum payment in each of the

three years.

As one SuperValu warehouse worker who voted "No" on both offers put it, "Was it a good contract? No! I feel we could have made improvements in both wages and contract language. For instance, no supplementals, [end] two-tier wage (it takes three years to get to full pay), [improve] sickpay language, [allow] using one week of vacation a day at a time, breaking lump sum into hourly rate, and holiday pay for drivers. These are the reasons I voted no."

The one concession that management strongly pursued was the elimination of COLA from the contract. Although the language was left intact, management did succeed in rendering it inoperative for the term of the agreement. As a word of warning to fellow SuperValu workers in other cities, the warehouse worker in Des Moines said, "I believe Minneapolis' contract is due in June. Beware people!"

In a letter mailed out by management during negotiations, Des Moines SuperValu Division President Gene Foltz told the rank and file that COLA clauses are being removed from most SuperValu and Teamster contracts throughout the country. "We really need to work toward common expiration dates in SuperValu contracts so that management can't take us on one at a time and win concessions on things like COLA," said the Des Moines Teamster.

If SuperValu workers from other areas would like to see a copy of the Des Moines contract settlement, contact the TDU national office at (313) 842-2600.

All Teamsters Can Attend!

The Teamster Convention is officially open to all Teamster members, according to the IBT. For further information, contact TDU or your local union. See you in Orlando June 24-28. Be there and be part of history in the making.



THE TEAMSTERS FOR RON CAREY SLATE swept all delegate and alternate seats in St. Louis Local 688. (See story page 7.) Pictured: (front row, left to right) Charlie Eckhard, Bill Bauman, campaign manager Dan Eby, Glen Abrams, John Bokern; (second row) Ed Pienkowski, Bob McKay, Bob Regot Jr., Dave Dethrow, Oscar "Don" McHughes, Tom Jackson; (back row) Jim Powell, John Youngermann, Dennis Kunz, Ron Stevens, Nick Baxter, Ray Sanders. Not pictured: Bob Swaim and Joe Plut.



Rally Supports N.Y.-N.J. White Rose Strikers

A crowd of unionists and their families estimated by police at 2,000 on April 14 marched four miles to rally outside the Long Island warehouse of White Rose Foods, a New York area wholesaler. They were supporting 500 members of Teamster Local 138, who are refusing demands for drastic cuts in health benefits, conditions and wages from the new owner, speculator Arthur Goldberg.

Goldberg already owned a New Jersey warehouse, Federated, that had a lower-wage contract with Teamster Local 97. He shifted the Long Island work to that facility after Local 138 members refused his takeaways. Pickets are being maintained at both facilities.

At the rally many unions were represented, from the Teamsters and from other unions. Speakers pointed out that all New York food industry workers are threatened by White Rose's efforts to impose cuts. Heavily represented were Waldbaum drivers and their officers from Local 202. Officers and members were represented from Teamster Local 202, bakery drivers; Local 282, construction;

Local 372, airline; Local 804, UPS; Local 808, Metro North Railroad; Local 812, beverage; Local 840, technical; Local 868, liquor distribution, and others.

One particularly inspiring presence was the heavy turnout of New York *Daily News* workers from several unions who had just won their strike aided by a heavy dose of solidarity from the population of the city. Also, a group of mostly immigrant workers who deliver the *Newsday* paper were also present to support White Rose and to bring attention to the drastic wage cuts recently forced on them.

Oklahoma City Sweep

Oklahoma City Local 886 elected six reform delegates and two alternates in a rerun election counted on April 23. International rep and Local 886 President Charlie Thompson and his slate went down to defeat in the rank and file victory.

Spread the News!

Order Convoy Dispatch By the Bundle

Convoy Dispatch is a great source of news, and TDU's best recruiter. Help keep other Teamsters informed by ordering a bundle to distribute.

Bundles are sent each issue. Prices per issue:

☐ \$3 for 10 ☐ \$5 for 20 ☐ \$6 for 50 ☐ \$10 for 100

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Return to: TDU, Box 10128, Detroit, Mich. 48210

LETTERS FROM OUR MEMBERS

Replace WCT Pension Union Trustees

For over one-and-a-half years members in the Western Conference have been attempting to get improvements in our pension. We sent petitions with 15,000 signatures to the board of trustees requesting:

- 30-and-out at any age, \$2,000 per month.
- Cost-of-living allowance for all retirees.
- Full spouse benefits at death of retiree.
- A meeting with a subcommittee of the union trustees and a subcommittee of the petitioners.

Not only has the union not taken any action on the above requests, but what is really upsetting the members (all union officers take note) is the fact that the union trustees did not live up to their responsibility to inform the petitioners why they could not or would not fulfill any of the requests. The lack of response from most union officials to the membership is what upsets union members more than any other problem.

The Western Conference of Teamsters pension trustees sent out a "message to all participants concerning pension plan improvements." It announced:

- A 15% increase for only the years 1992 and 1993. Recently officers' pensions were raised 29% for all years.
- Five-year vesting period instead of 10 years. This will cost very little and will help only a very few retirees.
- Credits for time spent in the armed services. This is a real laugh. This is a federal law that has been in place for years.

Workers Memorial Day

Support Job-Safety Law Reform

April 28, 1991, is the 20th anniversary of the effective date of the Occupational Safety and Health Act. April 28 also marks the third observance of Workers Memorial Day, a day set aside by the labor movement to remember American workers killed and injured on the job. This year, Workers Memorial Day will be used to underscore the problems with OSHA and the need to reform the nation's job safety law.

Union Solidarity

The facts are clear: the OSHA law needs to be improved. Job injury and illness statistics show the tremendous toll claimed by workplace hazards.

Each year more than 10,000 workers are killed on the job, 6.6 million injured and 60,000 permanently disabled. In addition, as many as 100,000 workers die each year from the long-term effects of occupational diseases like asbestosis and brown lung.

Over the past 20 years, 245,000

Others in the Western Conference pension besides myself are fed up with the lack of response from our leadership and it is time to remove the present union trustees. So therefore, I am suggesting that all delegates to the IBT Convention in June consider an amendment to remove our present trustees and replace them with trustees elected by the members they serve, including retirees.

The party is over.

Doug Allan
Local 208, retired
LaVerne, Calif.

IBT Needs National Health Plan

Get a national health plan. There isn't an insurance company in the country that wouldn't bid on it—our retirement fund put together is the largest in the world. Let us retire with a decent amount at a decent number of years. Police, firemen, federal employees, etc., all get out with more than we get in 20 years. Keep up the good work.

Lawrence Cefelli, Jr.
Local 59, Roadway
South Dennis, Mass.

One-Day Strike For Anti-Scab Bill

It is not uncommon to read of unionists in foreign countries going on strike for one day in reaction to a government or employer anti-union action. President Bush has stated publicly that if Congress passes the Clay bill (H.S. anti-scab legislation), he will veto it.

Perhaps it is time for U.S. unions to call for a one-day work stoppage to show the President, the Congress and

the employers how vitally important this legislation is to working people. Action such as this by our unions might start to make up for the shame of doing nothing over the PATCO affair.

Jerry Gaimari
Local 404, UPS
Springfield, Mass.

Thanks for Helping Retirees

I am retiring in April, 1991, so would like to thank you in advance for doing all you can to help retirees get better benefits, especially the health and welfare premiums we have to pay. I hope to continue to receive *Convoy Dispatch* for many years to come, and thanks again for bringing the Teamsters union back to its senses.

Ben Feerer
Local 492, Yellow Freight
Albuquerque, N.M.

Improve 25-Year Pension Benefits

I believe TDU should focus on a better pension plan for members with 25 years paid service. A member with 30 years paid service can receive \$2,000 a month at any age, whereas I'm 55 with 25 years paid service and can only receive \$616 a month.

Virgil Sutton
Local 667, Roadway
Tupelo, Miss.

Thanks to All Who Support TDU

I am more than happy to renew my TDU membership. I am proud to be associated with TDU. Those who have joined, I salute. I believe in a

reformed, democratic union and foresee a union strong and accountable to the membership on the horizon. Let's march on for what is true. Thanks to all of you who support our goals and stand up for change that will benefit the front-line working Teamsters.

Jim Moody
Local 542, UPS
San Diego, Calif.

Extend 30-and-Out To All Retirees

I would like TDU to focus some attention on the issue of increasing pension benefits for retirees forced to retire after 30 years of service because the company closed and the retiree's age hindered or prevented him from securing employment with another company. I spent 30 years with Campbell 66 and had to retire when they went out of business. Now they have created the 30-and-out benefit at \$2,000 per month, but I only take home \$910 a month after they take out \$50 for health coverage. I don't see why I should get less than the 30-year member who retires today; 30 years is 30 years regardless of when served.

Bobby Kirby
Local 667, retired
Southaven, Miss.

TDU Meets

ATLANTA AREA

Saturday, May 4
7:30 p.m.
College Park Fire Dept.
Sullivan Road
College Park, Ga.

DENVER AREA

Saturday, April 20
Noon
Thornton Mobile Estates
3600 East 88th Ave.
Thornton, Colo.

EAST BAY CHAPTER

Saturday, May 4
Call: (415) 653-3865
Oakland, Calif.

INDIANAPOLIS

Saturday, May 4
6 p.m.
Waterfront Plaza Best Western
2930 Waterfront Pkwy West
(Off I-465, Speedway/Clermont exit)

MEMPHIS

Tuesday, May 7
7 p.m.
Shoney's Restaurant
E. Presley Blvd. & Winchester Rd.
Memphis, Tenn.

SAN FRANCISCO

Saturday, May 11
10 a.m. to noon
Potrero Hill Neighborhood House
953 DeHaro St. at Southern Hts.
Ave.

ST. LOUIS

Sunday, May 19
Noon
AMVETS Post #88
8449 N. Broadway

workers were killed on the job, over 100 million suffered work-related injuries, and up to two million died from occupational diseases.

OSHA was significantly weakened during the Reagan Administration. Today, OSHA has only 1,000 inspectors to monitor conditions at the 3.6 million worksites covered by the federal program.

The AFL-CIO is supporting soon-to-be-introduced OSHA Reform legislation that would:

- Give workers the right to refuse work that threatens their lives without fear of employer retaliation.
- Give workers the right to participate in worksite safety and health committees.
- Give workers the right to contest OSHA citations and penalties when those enforcement actions aren't strong enough.
- Direct OSHA to act quickly on serious job hazards and limit political interference in the standard-set-

ting process by the White House office of Management and Budget.

- Improve the collection of data on occupational injuries, illnesses and deaths by requiring employers to report these incidents immediately.
- Increase OSHA enforcement and toughen the criminal penalties that can be imposed for employer safety violations.
- Expand OSHA to cover all workers. Millions of workers, including many state and local public employees and workers in transportation, agriculture and federal nuclear facilities have little or no legal protections under OSHA.
- Improve funding for the National Institute of Occupational Safety and Health (NIOSH).

Local demonstrations are being called around the country to commemorate Workers Memorial Day and to show support for OSHA reform. Contact your local union or labor council to obtain information about activities in your area.

THE TRAIN IS ROLLING

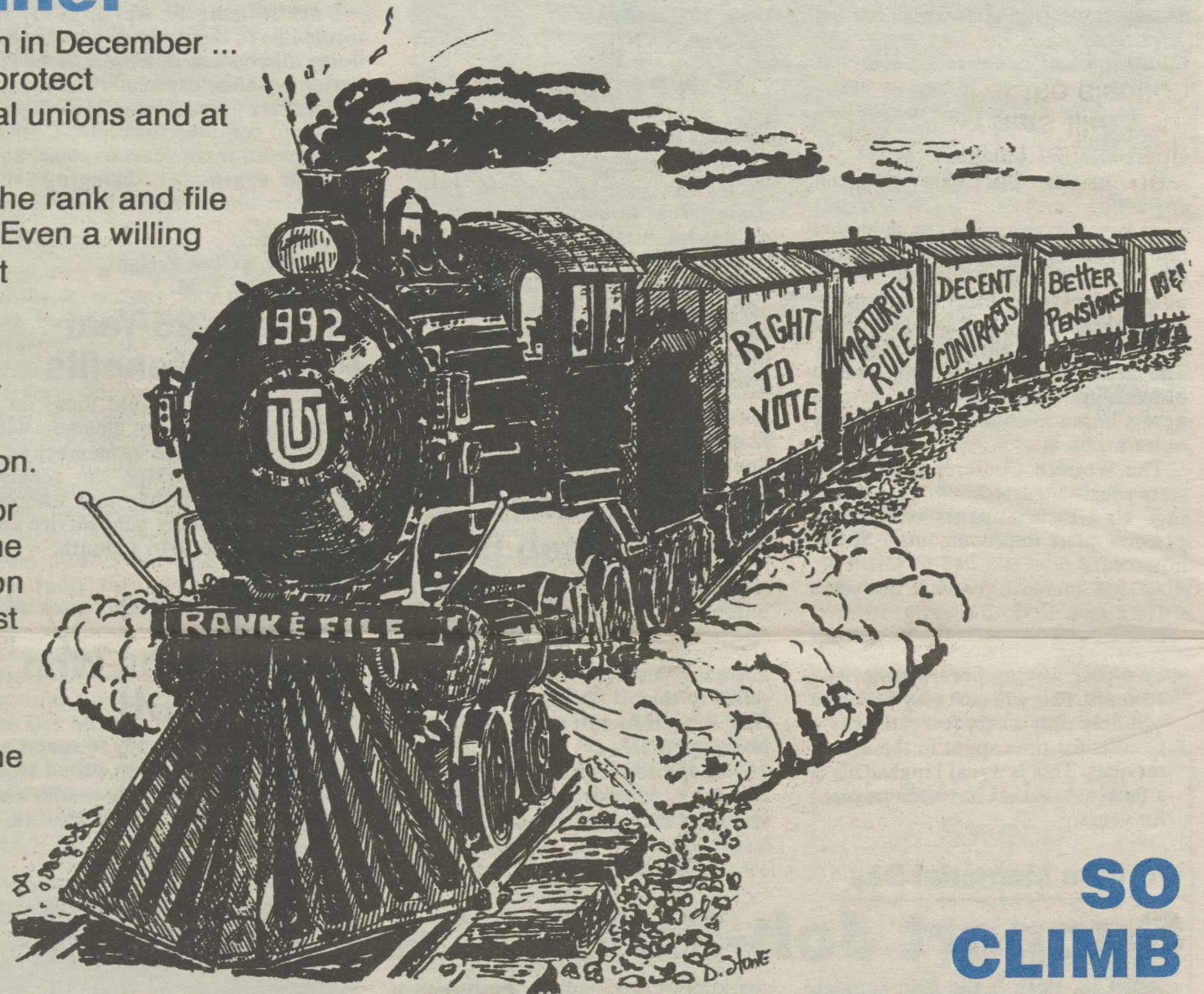
We've won Majority Rule on contract votes, and the Right to Vote on top Teamster officers.

As a result, next year we can have a new, responsible leadership at our International union.

But That's Not the End of the Line:

Even if the best candidates win in December ...

- TDU will still be working to protect members' rights in their local unions and at the grievance committees.
- TDU will still be organizing the rank and file to fight for better contracts. Even a willing General President can't do it alone!
- TDU will still be providing education and legal help for Teamster activists and new leaders emerging in our union.
- TDU will be taking on a major new role of helping to pull the reform forces within our union together. It will take years just to replace the worst bad apples getting soft on IBT salaries. The rank and file must keep working to limit the harm they do.



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☐ Other _____

Optional: Spouses name _____

☐ \$30 membership fee for one year's membership & subscription to *Convoy Dispatch*.

☐ \$75 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$15 for spouses, retirees and Teamsters who gross less than \$12,000 a year.

☐ Check or money order

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Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

(TDU membership is kept confidential from employers and union officials.)

TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

TDU has plenty to do even after we can elect new leadership at the International. Getting that leadership won't happen without rank and file members like you. And keeping our reform train on track after the election needs you too.

**JOIN TDU
TODAY!**